Edwin

Modern Slavery and Human Trafficking Statement

Version 7 | Updated April 2026

Introduction

The Edwin Group ('Edwin') is the holding company for a group of companies which operate in the UK. This statement is made as a result of the Modern Slavery Act 2015.

Policy Statement

We are committed to ensuring that there is no modern slavery, child labour, forced labour or human trafficking within any part of Edwin or in our supply chains. We operate employment policies and procedures that are designed to treat all individuals who work within Edwin with dignity and respect, to reward them fairly for their work and not to exploit them. We comply with all applicable employment legislation, including laws relating to minimum wages and the working time directive. We only wish to work with organisations that have a similar commitment and are not involved in modern slavery, child labour, forced labour or human trafficking. While it is the obligation of those organisations to operate their own policies and procedures to achieve that objective, we will take reasonable steps to verify compliance where appropriate.

As part of our wider commitment to promoting ethical business practices, we have a variety of policies and procedures that together address our stance on this including our Anti-Bribery Policy and Whistle Blowing Policy.

Services

The services we provide to our customers are predominantly from our offices or site based at customers' premises. The majority of our work is undertaken by our own internal staff or candidates, who have been through our rigorous vetting procedure. Our view is that this represents a very low risk of our services being involved in slavery and / or human trafficking. As such, Edwin has not identified a need to take any additional action with regard to such relationships.

The majority of services supplied to Edwin are from suppliers based in the UK and we consider them to be in relation to very low risk areas of activity such as the provision of IT, distribution and marketing services. Given our assessment of the very low risk nature of these activities, we therefore take no additional steps other than our usual supplier approval checking.

Goods

The majority of goods supplied to Edwin are in relation to the running of our offices, our IT network and the provision of staff and services into schools. We believe that there is a very low risk that anyone providing us with these goods will be involved in slavery and / or human trafficking and therefore rely on our normal supplier due diligence during the approval or renewal process.

Training

Edwin provides appropriate training and awareness information for all its staff. In particular:

- Our People Team, Finance Manager and relevant members of SLT undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.

All our staff receive awareness raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

Members of the People Team have completed 'Modern Day Slavery Awareness' course and incorporate the topic into training which they deliver on induction to all new starters and to Managers as part of Internal Recruitment workshop.

The 'Modern Day Slavery Awareness' course is available to all internal members of staff via our training platform and the 'Modern Slavery and Human Trafficking' statement is available to all internal members of staff via The Hub.

Further Steps

We will continue to review this statement on an on-going basis and will adapt our review and assessment accordingly should any material changes take place within our business.

The Edwin Modern Slavery and Human Trafficking Statement is approved by the Edwin Board of Directors	
Name	Sarah Monk
Position	Chief Strategy Officer
Signed	
Date	23 April 2026